



CASCADE

PUBLIC SCHOOLS MT. DIST. 3&B
HOME OF THE BADGERS



Cascade School's Mission:

Through collective efforts of our community and school, we strive to be an innovative educational system committed to excellence and focused on developing responsible citizens.

By promoting excellence for all students through:

- *Engaging curriculum with rigor and relevance*
- *High-quality instruction*
- *21st Century technology*
- *Personal and academic pride*

Cascade Schools will strive to:

- *Deliver an academic program that inspires and motivates every student to value education for his/her lifetime.*
- *Customize and individualize our educational program to meet every student's strengths and needs.*
- *Incorporate technology into all aspects of our education program in a manner that best prepares our students for the 21st Century.*
- *Strategically focus resources on student's achievement and identify wants and needs of the Cascade community.*
- *Connect our curriculum and assessment data to the common core standards.*



Align your governance with the 8 characteristics of effective school boards through MTSBA model policy:

1.	2.	3.	4.	5.	6.	7.	8.
Commit to a vision of high expectations for student achievement and quality instruction. Define clear goals for that vision.	Share strong beliefs and values about what is possible for students and their ability to learn, and of the system and its ability to teach all children at high levels.	Accountability driven, spending less time on operational issues and more time focused on policies to improve student achievement.	Collaborative relationships with staff and the community. Establish a strong communications structure to inform and engage both internal and external stakeholders in setting end achieving district goals.	Data savvy. Embrace and monitor data, even when the information is negative, and use it to drive continuous improvement.	Align and sustain resources, such a professional development, to meet district goals.	Lead as a united team with the superintendent, each from their respective roles, with strong collaboration and mutual trust.	Take part in team development and training to build shared knowledge, values and commitments for their improvement efforts.



CASCADE PUBLIC SCHOOLS

Regular Monthly Meeting of the Cascade Board of Trustees
Cascade Public Schools Conference Room #123
321 Central Avenue West, Cascade MT 59421
March 15, 2022 at 6:00 p.m.

Agenda

<https://us02web.zoom.us/j/82056304529?pwd=VHFieTY5T3loQzArY0c1d3RPTGpWZz09>

Meeting ID: 820 5630 4529

Passcode: 43f71f

Call to Order

6:00

Reading of Notice Regarding Public Comment and procedures to be followed when addressing the Board.

Pledge of Allegiance

Public Comment on Non-Agenda Items

Members of the community are given opportunity to make brief comments to the Board on any matters not included in the agenda. By law the Board cannot deliberate, debate or take any action on any matter presented during Public Comment. **Comments about any staff, student, or member of public are not allowed due to rights of privacy laws.**

Public Comment on action (A) agenda items is to be addressed when the item is being considered on the agenda. Informational and Staff Reports are reported to Board of Trustees as information only.

REGULAR MONTHLY MEETING

Informational (I)

- A. Letter of Resignation, Nichole Pieper (JH/HS Principal)
- B. Letter of Resignation, Becca Cooper (1st Grade Teacher)
- C. Letter of Resignation, Sarah Pederson (JH English/History)

Staff Reports (I)

- A. Kendra Lane, HS Science Teacher
- B. Michelle Price, Elementary Principal
- C. Nichole Pieper, JH/HS Principal
- D. Sonja Mazaira, AD
- E. Rick Miller, Superintendent
- F. Karsen Drury, Business Manager

Board Report (I)

- A. Facility Committee Report
- B. Finance Committee Report
- C. Board Training Hours
- D. Board Evaluation

New Business (A)

- A. Consideration of Approval of SY2023-SY2024 Superintendent Contract, Levi Collins
- B. Consideration of Recommendation for SY2022 Spring Coaches
- C. Consideration of Recommendation for SY2022 Advisors
- D. Consideration of Approval of Memorandum of Understanding, New Hire Salary
- E. Consideration of Recommendation for SY2023 HS Science Teacher, Michael Silverman
- F. Consideration of Recommendation for Hiring Bonus, Michael Silverman

- G. Consideration of Recommendation for Bus Driver, Michelle Ehmer
- H. Resolution Under SB307, District 3
- I. Resolution Under SB307, District B
- J. Consent Agenda
 - a. Minutes of Special Board Meeting, February 15, 2022
 - b. Minutes Regular Board Meeting, February 15, 2022
 - c. Minutes of Special Board Meeting, March 1, 2022
 - d. Minutes of Special Board Meeting, March 3, 2022
 - e. Business Claims
 - f. Student Activity Account
 - g. Sub List

Board Meeting Evaluation (I)

- A. Complete the evaluation and turn into Mr. Miller

Announcements (I)

- A. Regular School Board Meeting – April 19, 2022
- B. Upcoming Events

Adjournment (A)

7:30

REGULAR MONTHLY MEETING

Informational

- A. Letter of Resignation, Nichole Pieper (JH/HS Principal)

Dear Board of Trustees,

I am resigning at the completion of my contract for the 2021-2022 school year. Thank you for the opportunity to serve the community the past three years. I look forward to remaining a constituent in Cascade and supporting the school as a parent and community member.

Sincerely,



Nichole Pieper

- B. Letter of Resignation, Becca Cooper (1st Grade Teacher)

March 11th, 2022

Dear Mr. Miller,

I am writing this letter to officially notify you that I will be resigning from my current position as the first grade teacher at Cascade. I will be taking a different teaching position elsewhere.

Teaching at Cascade has been a genuine pleasure and has provided me with many valuable professional relationships.

Yours in learning,

Becca Cooper

Go Badgers!

- C. Letter of Resignation, Sarah Pederson (JH English/History)

To Whom It May Concern:

This letter is to inform you that I will be resigning from Cascade Public Schools effective the end of the 2021-2022 school year.

This decision was not made lightly, however it is in the best interest personally for me. I want to thank the administration for all of their support and for allowing me to be a part of a terrific teaching staff.

Sincerely,



Sarah Pederson

Staff Reports (Appendix A)

- A. Michelle Price, Elementary Principal – *Appendix A, Section I (pg. 3)*
- B. Nichole Pieper, High School Principal – *Appendix A, Section II (pg. 4)*
- C. Sonja Mazaira, AD
- D. Rick Miller, Superintendent
- E. Karsen Drury, Business Manager – *Appendix A, Section III (pg. 6)*

Board Report (Appendix B)

- A. Facility Committee Report – *Appendix B, Section I (pg. 7)*
- B. Finance Committee Report -
- C. Board Training Hours – *Appendix B, Section II (pg. 8)*
- D. Board Evaluation – *Appendix B, Section III (pg. 9)*

New Business (A) (Appendix C)

A. Consideration of Approval of SY2023-SY2024 Superintendent Contract, Levi Collins

Category: Personnel

Presented by: John Rumney

Attachments: SY2023-SY2024 Contract – *Appendix C, Section I (pg. 20)*

Facts to Consider: The Superintendent contract for Mr. Collins is for the term of School Years 2022-2023 and 2023-2024. The contract includes an annual salary of \$90,000, District provided housing with utilities paid by the District, annual deferred compensation in the sum of \$4,500 to be placed in a 403(b), 457, etc account of the Superintendent's choosing, vacation and sick leave accruals in accordance with state law, and provisions to ensure proper licensure is completed.

Recommendation: Approve the SY2023-SY2024 Superintendent Contract for Levi Collins.

Sample Motion: I move to approve the SY2023-SY2024 Superintendent Contract for Levi Collins.

B. Consideration of Recommendation for SY2022 Coaches

Category: Personnel

Presented by: Sonja Mazaira

Facts to Consider:

Liz Edmundson – HS Track 2nd Assistant

Tina Mann – JH Track Head Coach

Kourtney Holten – JH Track Assistant

Eliza Papke – JH Track Assistant Volunteer

Liz Edmundson – JH Track Assistant Volunteer

Eric Tilleman – HS Golf Assistant Volunteer

Superintendent Recommendation: Hire the coaches as listed for SY2021-2022.

Sample Motion: I move to approve the recommendation to hire the coaches as listed for SY2021-2022.

C. Consideration of Recommendation for SY2022 Advisors

Category: Personnel

Presented by: Rick Miller

Facts to Consider:

Kendra Lane – High School Science Fair Advisor

Alissa Johnson – Junior High Science Fair Advisor

Superintendent Recommendation: Hire the advisors as listed for SY2021-2022.

Sample Motion: I move to approve the recommendation to hire the advisors as listed for SY2021-2022.

D. Consideration of Approval of Memorandum of Understanding, New Hire Salary

Category: Personnel

Presented by: Rick Miller

Attachments: Memorandum of Understanding – *Appendix C, Section II (pg. 27)*

Facts to Consider: Per Appendix "B" of the CBA, "Teachers new to the system will be granted credit on a 1:1 basis for all previous teaching experience up to a maximum of six years. All teaching shall have been in consecutive years in fully accredited schools. Consideration for non-consecutive years may be made for teachers who left teaching to further their education, i.e. earning a Master's Degree. Subject to the preceding limitations, placement on the salary schedule and years credited will be at the discretion of the superintendent.

The District may place teachers with less than three years experience as step three (3) of the salary schedule. These teachers will be advanced to step four (4) upon successful completion of their first year and continue to advance each subsequent completed year as it qualifies them under the terms of this agreement. Step six is the maximum step at which a new teacher may enter the District."

In an effort to hire an experienced and highly qualified teacher to fill the JH/HS Science teacher position, Mr. Miller and the CEA have drafted an MOU that grants the Superintendent the ability to offer the new hire up to 10 years of experience on the salary schedule.

Superintendent Recommendation: Approve the Memorandum of Understanding with the CEA, as listed.

Sample Motion: I move to approve the Memorandum of Understanding with the CEA, as listed.

E. Consideration of Recommendation for SY2023 HS Science Teacher, Michael Silverman

Category: Personnel

Presented by: Rick Miller

Facts to Consider: Mr. Silverman has been involved in education since 1989. He has worn many hats during his career. Most recently he has been employed as a Science Teacher in Stevensville MT. He looks forward to fulfilling the middle school science position and teaching grades 6-12.

Superintendent Recommendation: Hire Michael Silverman as the HS Science Teacher for SY2022-2023.

Sample Motion: I move to approve the recommendation to hire Michael Silverman as the HS Science Teacher for SY2022-2023.

F. Consideration of Recommendation for Hiring Bonus, Michael Silverman

Category: Personnel/Finance

Presented by: Rick Miller

Facts to Consider: Per Article 4.8 of the Collective Bargaining Agreement, "The Board will decide if a hiring incentive for an open teaching position in the District will be offered, and if approved, will direct the superintendent to post the incentive options with the job advertisement. The CEA-MEA president will be notified as to whether an incentive is being offered. If approved by the Board, a candidate for an open teaching position may choose one of the following two options: A. The Board may provide a match for a newly hired teacher's student monthly loan payments for educational studies up to but not to exceed \$200 per month for participating full-time teachers not to exceed 9 months. Payments are to be made directly to the teacher's loan company or financial institution; or B. A newly hired teacher will be given a one-time only hiring bonus of \$1,800 to be paid upon the Board's final approval of the new hire."

Superintendent Recommendation: Offer Michael Silverman a one-time only hiring bonus of \$1,800, payable on the first pay day of the employee's contract (September 1st, 2022).

Sample Motion: I move to approve the recommendation to offer Michael Silverman a one-time only hiring bonus of \$1,800, payable on the first pay day of the employee's contract (September 1st, 2022).

G. Consideration of Recommendation for Bus Driver, Michelle Ehmer

Category: Personnel

Presented by: Rick Miller

Superintendent Recommendation: Hire Michelle Ehmer as bus driver for SY2021-2022.

Sample Motion: I move to approve the recommendation to hire Michelle Ehmer as bus driver for SY2021-2022.

H. Resolution Under SB307, District 3

Category: Finance

Presented by: Karsen Drury

Attachments: Resolution – *Appendix C, Section III (pg. 28)*

Facts to Consider: School districts that intend to impose an increase in a nonvoted levy in FY2023 for the purposes of funding the **Transportation, Bus Depreciation Reserve, Tuition, Adult Education** and/or **Flexibility** funds, shall adopt a resolution and provide notice no later March 31, 2022.

Resolution requirements: At a minimum, the resolution must show the estimated number of increased or decreased mills to be imposed and the estimated increased or decreased revenue to be raised compared to non-voted levies in the Transportation, Bus Depreciation, Tuition, Adult Education and/or Flexibility funds imposed in the current school fiscal year and, based on the district's taxable valuation most recently certified by the department of revenue under 15-10-202, the estimated impacts of the increase or decrease on a home valued at \$100,000 and a home valued at \$200,000.

Public notice requirements: Publish a copy of the resolution in a newspaper that will give notice to the largest number of people of the district as determined by the trustees and post a copy of the resolution to the school district's website.

Additional requirements for Building Reserve permissive levy: Identify and list the anticipated school major maintenance projects for which the proceeds of the levy will be used in the resolution. Also list the estimated funding sources. For permissive levy, show amount and estimated mills using district's most recent taxable value. Follow the public notice requirements in 20-9-116 (2)(b), MCA.

Superintendent Recommendation: Approve the resolution under Senate Bill 307 for District 3.

Sample Motion: I move to approve the resolution under Senate Bill 307 for District 3.

I. Resolution Under SB307, District B

Category: Finance

Presented by: Karsen Drury

Attachments: Resolution – *Appendix C, Section III (pg. 29)*

Facts to Consider: Same as above.

Superintendent Recommendation: Approve the resolution under Senate Bill 307 for District B.

Sample Motion: I move to approve the resolution under Senate Bill 307 for District B.

J. Consent Agenda (Appendix D)

- A. Minutes of Special Board Meeting, February 15, 2022 – *Appendix D, Section I (pg. 31)*
- B. Minutes of Regular Board Meeting, February 15, 2022– *Appendix D, Section I (pg. 33)*
- C. Minutes of Special Board Meeting, March 1, 2022– *Appendix D, Section I (pg. 37)*
- D. Minutes of Special Board Meeting, March 3, 2022– *Appendix D, Section I (pg. 38)*
- E. Business Claims – *Appendix D, Section II (pg. 40)*
- F. Student Activity Account – *Appendix D, Section III (pg. 49)*
- G. Sub List – *Appendix D, Section V (pg. 51)*

Board Meeting Evaluation (I)

- A. Complete evaluation and turn into Mr. Miller

Announcements (I)

- A. Regular School Board Meeting, April 19, 2022
- B. Upcoming Trainings:
 - a. MTSBA School Budget Symposium – Virtual: March 8, 15, 22, 2022

Adjournment (A)